

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

Yrs. to Max.	● Category D			● Category C			● Category B		
	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.
4	13,508	17,945	(2)						
5	12,848	17,931	12,836 16,851						
6	13,136	17,838	12,890 18,390	14,363	21,559				
7	13,420	18,013	13,072 18,729	14,086	21,118				
8	14,446	20,565	13,878 18,737	14,291	21,081	14,035	21,318	15,490	24,649
9	13,790	18,970	(2)	14,301	21,378	14,038	21,457	14,984	23,803
10				14,285	21,260	14,291	22,389	15,409	24,471
11								14,533	23,861
12									
Average	13,228	18,096	13,144 18,372	14,266	21,250	14,093	21,602	15,124	24,205

Yrs. to Max.	● Category A1/Group 1			● Category A2/Group 2		
	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.
9	17,138	27,731	(2)			
10	17,112	28,192	17,347 29,096	16,638	27,463	
11	16,840	27,964	16,644 28,471	17,038	27,967	
12	17,260	28,128	17,260 30,100			
13						
Average	17,023	28,064	17,221 29,031	16,815	27,687	

Yrs. to Max.	● Category A3/Group 3			● Category A4/Group 4		
	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.	Elem. Min.	Elem. Max.	R.C.S.S. Min. Max.
9	19,505	30,825	(2)			
10	19,693	33,559	19,869 34,364	18,520	32,759	
11	19,082	32,982	19,118 33,582	18,647	31,416	
12	19,061	32,744	19,865 33,999	20,012	34,009	
13				18,390	32,755	
14						
Average	19,232	32,929	19,607 34,028	19,045	32,728	

*Number of grids

NOTES:

1. Salaries have not been weighted by the distribution of teachers on the grid.
2. Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

Method of Placement

TABLE 2 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No. X	R.C.S.S. No. X
QECO 2	7 35.0	- 0.0
QECO 3	9 45.0	7 87.5
QECO 3 with § Qual.	- 0.0	- 0.0
QECO 4	1 5.0	1 12.5
QECO 2 + 4	1 5.0	- 0.0
Outlined in Agreement	2 10.0	- 0.0
Agreements	20 100.0	8 100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Cert. *	Sec. No. X
OSSTF 5	- 0.0
OSSTF 6	17 85.0
Not Spec.	3 15.0
Agreements	20 100.0

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Grid + Allow.	8 40.0	- 0.0	6 75.0
Criteria:			
No Diff.	1	-	1
Sch. Type/Size	5	-	5
Sch. Type/Size and Exp.	2	-	-
Sch. Type/Size and Qual.	-	-	-
Sch. Type/Size Exp. and Qual.	-	-	-
Other	-	-	-
Sep. Grid	10 50.0	18 90.0	1 12.5
Criteria:			
Yrs. of Exp.	4	18	-
Yrs. of Exp. and Qual.	1	-	-
Sch. Type/Size and Exp.	1	2	-
Sch. Type/Size Exp. and Qual.	4	-	1
Other	-	-	-
Tch. & Sep. Grids	2 10.0	- 0.0	1 12.5
Flat § Amt.	- 0.0	2 10.0	- 0.0
Agreements	20 100.0	20 100.0	8 100.0

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision Allow. Only	11 55.0	13 65.0	3 37.5
Fold-in Only*	7	10	3
Allow. and Fold-in*	-	1	-
Fold-in*	4	2	-
Provision not in Effect	- 0.0	- 0.0	- 0.0
No Provision	9 45.0	7 35.0	5 62.5
Agreements	20 100.0	20 100.0	8 100.0

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance (\$)	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Less than \$500	- 0.0	1 5.0	- 0.0
500-549	3 15.0	- 0.0	- 0.0
550-599	- 0.0	1 5.0	- 0.0
600-649	6 30.0	4 20.0	- 0.0
650-699	- 0.0	3 15.0	1 12.5
700-749	5 25.0	9 45.0	- 0.0
750-899	2 10.0	2 10.0	- 0.0
900 or more	- 0.0	- 0.0	- 0.0
No Allow.	4 20.0	- 0.0	7 87.5
Agreements	20 100.0	20 100.0	8 100.0

TABLE 7 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Grid + Allow.	17 85.0	1 5.0	8 100.0
Criteria:			
No Diff.	7	1	4
Yrs. of Exp.	4	-	1
Sch. Type/Size	4	-	3
Sch. Type/Size and Exp.	2	-	-
Sch. Type/Size and Qual.	-	-	-
Other	-	-	-
Sep. Grid	2 10.0	18 90.0	- 0.0
Criteria:			
Yrs. of Exp.	8	18	-
Yrs. of Exp. and Qual.	-	-	-
Teacher and Sep. Grids	- 0.0	- 0.0	- 0.0
Flat § Amt.	- 0.0	1 5.0	- 0.0
Not Spec.	- 0.0	- 0.0	- 0.0
Agreements	20 100.0	20 100.0	8 100.0

Employee Benefit Plans

TABLE 8 Board Subsidization of Employee Benefit Plans *

Board Subsid. (%)	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) OHIP			
25, 30	1 5.0	2 10.0	- 0.0
60	1 5.0	1 5.0	- 0.0
75	3 15.0	7 35.0	1 12.5
80	4 20.0	1 5.0	- 0.0
85	2 10.0	- 0.0	3 37.5
90	2 10.0	3 15.0	1 12.5
100	7 35.0	6 30.0	3 37.5

b) Extended Health

65	1 5.0	1 5.0	- 0.0
75	4 20.0	2 10.0	2 25.0
80	3 15.0	1 5.0	- 0.0
85	2 10.0	- 0.0	2 25.0
90	2 10.0	5 25.0	1 12.5
100	6 30.0	10 50.0	1 12.5
Flat § Amt.	1 5.0	- 0.0	- 0.0
No Plan	1 5.0	1 5.0	2 25.0

c) Dental

50	- 0.0	1 5.0	- 0.0
60	1 5.0	1 5.0	- 0.0
70, 75	5 25.0	5 25.0	3 37.5
80, 85	3 15.0	1 5.0	2 25.0
90	2 10.0	4 20.0	1 12.5
100	4 20.0	5 25.0	2 25.0
Flat § Amt.	2 10.0	- 0.0	- 0.0
No Plan	3 15.0	3 15.0	- 0.0

d) Long-Term Disability

0	10 50.0	6 30.0	4 50.0
55	2 10.0	1 5.0	- 0.0
75	1 5.0	1 5.0	- 0.0
80	1 5.0	1 5.0	- 0.0
85	- 0.0	- 0.0	1 12.5
90	1 5.0	2 10.0	- 0.0
100	2 10.0	1 5.0	1 12.5
Flat § Amt.	- 0.0	1 5.0	- 0.0
No Plan	5 25.0	7 35.0	2 25.0

e) Group Life Insurance

75	5 25.0	3 15.0	1 12.5
80	3 15.0	1 5.0	- 0.0
85	2 10.0	1 5.0	2 25.0
90	2 10.0	4 20.0	2 25.0
100	7 35.0	10 50.0	3 37.0
Flat § Amt.	1 5.0	1 5.0	- 0.0

f) Limitation on Employee Benefit Subsidy

14	70.0	14 70.0	2 25.0
Agreements	20 100.0	20 100.0	8 100.0

*Plan exists; Board does not contribute towards payment of premium.

Retirement Gratuity

TABLE 9 Retirement Gratuity

Retirement Gratuity Provision	Elem. No. X	Sec. No. X	R.C.S.S. No. X
20 100.0	20 100.0	7 87.5	
Payment Cris't:			
Superann. Only	8	6	3
Ad. Discretion	2	3	-
Leaving Prof.	2	2	3
Spec. Age.	5	6	2
Health	8	13	2
Other	-	-	1

Min. Serv. Req'd: One Year, Unspec., No Min.

6, 7	4	2	-
10, 15	12	10	5
Payable to Estate	18	17	6
Death Benefit	3	3	1
Phasing Out	4	1	1
Other Limitation	4	1	2
No Provision	- 0.0	- 0.0	1 12.5
Agreements	20 100.0	20 100.0	8 100.0

*Not mutually exclusive

Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)

C.S.L.*	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	20 100.0	18 90.0	8 100.0
Max. Days Acc:			
Less than 200	-	-	-
200-219	4	3	3
220-239	3	2	2
240-259	6	2	2
300+	1	1	1
No Max.	3	7	-
Varies	2	1	-
No Accum.	1	-	-
No Provision	- 0.0	2 10.0	- 0.0
Agreements	20 100.0	20 100.0	8 100.0

*For sick leave purposes.

TABLE 11 Extended Absence

Extended Absence Provision	Elem. No. X	Sec. No. X	R.C.S.S. No. X
13 65.0	16 80.0	5 62.5	
Min. Serv. Req'd:			
1	-	-	1
2	-	1	-
3	1	1	1
Not Spec.	12	14	3
No Provision	7 35.0	4 20.0	3 37.5
Agreements	20 100.0	20 100.0	8 100.0

Leave Plans (cont'd)

TABLE 12 Sabbatical

Sabbatical Leave*	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	18 90.0	19 95.0	6 75.0
Min. Serv. Req'd.:			
5	4	4	2
6	7	7	1
7	10	8	3
8	2	5	3
9	1	1	1
10	1	1	1
11	1	1	1
12	1	1	1
13	1	1	1
14	1	1	1
15	1	1	1
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92	1	1	1
93	1	1	1
94	1	1	1
95	1	1	1
96	1	1	1
97	1	1	1
98	1	1	1
99	1	1	1
100	1	1	1

*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity

Leave Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) Maternity*	16 80.0	14 70.0	7 87.5
Max. Leave:			
1 Sol. Pr.	2	1	-
2 Sol. Pr.	11	8	3
Other	3	7	4
b) Adoption	17 85.0	15 75.0	8 100.0
c) Paternity	5 25.0	6 30.0	7 87.5
Agreements	20 100.0	20 100.0	8 100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business

Leave Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Long-term, for Br. Aff. Off.*	4 20.0	11 55.0	- 0.0
Short-term, for Fed. Bus. Negotiations	9 45.0	12 60.0	4 50.0
Agreements	20 100.0	20 100.0	8 100.0

*Defined as 6 or more days.

Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No. X	Sec. No. X	R.C.S.S. No. X
a) Class Size	2 10.0	6 30.0	1 12.5
Status:			
Mandatory	2	2	-
Guideline	-	-	1
Spec. No.:			
One	1	4	-
More than One	1	4	-
Combination	-	2	-
b) P.T.R.	18 90.0	14 70.0	7 87.5
Status:			
Mandatory	7 35.0	14 70.0	1 25.0
Guideline	-	-	-
Spec. No.:			
One	7	13	1
More than One	7	5	1
c) P.T.R.	13 65.0	6 30.0	7 87.5
Agreements	20 100.0	20 100.0	8 100.0

TABLE 16 Workload

Workload Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Teachers	5 25.0	14 70.0	2 25.0
Instruction Load	2	13	-
Non-Plan Superv.:			
Req'd.	1	-	-
Exempt.	3	-	-
Both	1	1	1
Other Superv.:			
Req'd.	1	1	-
Exempt.	-	-	-
Both	-	8	-
Principals	4 20.0	1 5.0	5 62.5
Vice-Principals	3 15.0	2 10.0	3 37.5
Other Positions of Resp.	1 5.0	10 50.0	- 0.0
Agreements	20 100.0	20 100.0	8 100.0

Table 17 Staff Allocation

Staff Allocation Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Principals	5 25.0	8 40.0	- 0.0
Vice-Princ.	8 40.0	4 20.0	5 62.5
Other Pos. of Resp.	1 5.0	10 50.0	1 12.5
Guide Teachers	1 5.0	13 65.0	- 0.0
Para-Prof./Teacher Aides	4 20.0	- 0.0	2 25.0
Secret'l Ass't.	2 10.0	- 0.0	1 12.5
Agreements	20 100.0	20 100.0	8 100.0

Surplus/Redundancy

TABLE 18 Surplus/Redundancy

Surplus/Redundancy Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Provision	17 85.0	20 100.0	8 100.0
Factors Considered:			
Seniority:	17	20	8
Advance Int.	17	16	7
Conseq. Ad. Exp.	16	17	6
Total Ad. Exp.	16	19	6
Total Exp.	11	13	1
Other	11	13	1
Type of Contract	12	18	5
Qualifications	15	20	8
Effectiveness	3	10	4
Board Discret.	16	20	8
Other	2	2	1
Accommodation:			
Priority Transfer	16	19	4
Lin. Displace.	5	8	-
Unfin. Displace.	4	4	-
Priority Reloc.	5	13	-
Options in Lieu of Layoff:			
Perm. Supply	4	13	-
Retraining	3	3	-
Substantial	1	2	-
Spec. Assign.	-	6	-
Br. Aff.	-	-	-
Spec. Plan	-	-	-
Leave of Abs.	3	7	-
Def. Salary	6	14	2
Red. Teaching	4	8	-
Options at Layoff:			
Priority Supply	-	10	-
Priority Recall	7	7	1
Priority Recall	15	18	7
Separation Allow.	8	14	1
Early Retire.	-	2	-
Other options	1	2	-
No Provision	3 15.0	- 0.0	- 0.0
Agreements	20 100.0	20 100.0	8 100.0

*Not mutually exclusive

*Teacher salary grid data only.

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Vacancy/Transfer

TABLE 19 Vacancy/Transfer

Vacancy/Transfer Provisions	Elem. No. X	Sec. No. X	R.C.S.S. No. X
Vacancy-Teachers	8 40.0	10 50.0	3 37.5
Advance Int.	5	1	1
Posting	5	1	1
Seniority	4	1	1
Considered	4	1	1
Vacancy-Positions of Responsibility	8 40.0	12 60.0	4 50.0
Advance Int.	5	1	1
Seniority	5	1	1
Considered	4	1	1
Teacher-Req. Transfer	11 55.0	14 70.0	3 37.5
Board-Initiated Transfer	15 75.0	15 75.0	6 75.0
Moving/Reloc. Allow.	4	4	-
Creation of New Positions	11 55.0	6 30.0	5 62.5
Teacher/Ad. Discussion	10	6	4
Agreements	20 100.0	20 100.0	8 100.0

*Teacher salary grid data only.

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Overview

Vol. 2 No. 5

Education Relations Commission

June 1981

ERC to Have New C.E.O. in the Fall

Robert H. Field has been appointed to a three-year term as Chief Executive Officer of the Education Relations Commission, commencing November 1, 1981. In announcing the appointment, Bryan W. Downie, Chairman of the Commission stated, "Robert Field has the key ingredients that the Commission feels are essential for the position at this time: first, a knowledge and appreciation of the adversary system and collective negotiations in Ontario Education; second, a familiarity with major institutions, personalities and issues in Ontario Education; and third, a proven administrative record. In addition, Bob Field is known and highly regarded by those in teacher and trustee institutions in Ontario Education as a man of integrity and fair play. The Commission believes he will make an excellent Chief Executive Officer."

Mr. Field has been involved in education for over 30 years, beginning his teaching career in 1949. Since 1977 he has been Director of Education for the Windsor Board of Education, and currently teaches industrial relations at the University of Windsor.

Negotiations Update

Settlements: As of June 5, 1981, 71 (35.5%) of the possible 200 sets of negotiations had been concluded for 1981-82. Of these, 61 are a result of multi-year agreements negotiated in previous rounds of bargaining, five are multi-year agreements commencing September 1981, and the remaining five are for one year. Information on salaries is available for 54 of these settlements (Table 1) and other terms and conditions of employment for 48 of these situations (Tables 2 to 19).

Average annualized on-grid salaries (weighted by the January 1981 grid distributions), excluding increment and cost of living (COL) payments, have increased over 1980-81 by the following percentage and dollar amounts:

	COL Provision	No COL Provision	All Agreements
Elem.	7.7% (\$1,075)	9.1% (\$2,272)	8.5% (\$2,087)
Sec.	9.5% (\$2,283)	8.8% (\$2,680)	9.3% (\$2,791)
R.C.S.S.	9.2% (\$2,178)	9.8% (\$2,336)	9.5% (\$2,259)

*Only 2nd or 3rd year of multi-year agreements available.

Mediation: